FOR MYSORE STATE

Secrs. II-27—100,000—21-6-52.

Finance (1948) Department.

M&S SERIES.

G.O. No. 88

Dated 27-1-48

[Despatch Abstract.]

RETRENCHMENT AND REORGANISATION - Plice Department Need for the Continuance of both Deputy Superintendents of Police and Circle Inspectors.

Finance (Reorganization) Department.

Sub: Reorganization - Police Department - Need for the continuance of both Deputy Superintendents of Police and Circle Inspectors.

Ref: G.O. No. 794 Finance dated 11-10-1947.

One of the Subjects to be considered by the Retrenchment and Reorganization Committee reconstituted in the G.O. cited is the reorganization of departments with a view to reducing cost and increasing efficiency and the examination of the necessity to have both the Deputy Superintendents of Police and Circle Inspectors was mentioned as an example in this connection.

2. An almost similar proposal was recently considered in connection with a suggestion for the abolition of posts of Circle Indpectors made by one Sri C.V. Ramanujam, a retired Police Officer - please see pages 3-6 N.F. in L.F?I. He suggested that the posts of Circle Inspectors in the Police Department could be abolished with advantage, that more subdivisions in charge of Deputy superintendents of police might be created and that the status of Sub Inspectors could be raised to that of 'Station Officers' on better pay. The Home Department pointed out that a scheme for abolishing Inspectors' posts was actually tried in the years 1916-1919 in the districts of Trichinopoly, Kurnool and Coimbatore and given up in 1919 as the abolition resulted in deterioration both in discipline and in detective work. The Additional Secretary expressed the view that the proposal to replace Inspectors largely by Sub Inspectors was not feasible as Inspectors were said to form the backbone of the Police Service, that the increase in the number of Deputy Superintendents that would be necessary would ultimately result in Deputy Superintendents doing the work of Inspectors and that it might prove more costly than the existing system. It was, however, observed that it should be possible to reduce the number of Deputy Superintendents, largely by dispensing with the personal Assistants to District Superintendents of Police sanctioned during the war in as many districts as possible.

3. In view of the conditions created by the war, the Government sanctioned on a temporary basis the employment of Personal Assistants to District Superintendents of Police in order to relieve the latter of routine work. This Department raised the question in L.F.II. whether it would be possible to wirhdraw the personal Assistants. Home Department stated therin that the Inspector General had suggested as a working principle, that ordinarily personal Assistants should be continued in Districts in which the strength of the executive force was over 1200. The Home Department considered that it was not desirable to have a hard and fast rule and that each case shouldb be decided on its merits, presumably as some of the Persona. Assistants to District Superintendents of Police are also sub Divisional Officers in Headquarters of Districts, thereby relieving District Superintendents of Police of their original jurisdiction over head-quarters sub-divisions. This view was accepted by this Department.

4. As the Reorganization Committee has now to consider the necessity for having both Deputy Superintendents of Police and Circle Inspectors, it is for orders:- (1) whether the Home Department may be requested to examine the proposal afresh taking into account not only the Personal Assistants to District Superintendents of Police but also other Deputy Superintendents of Police, or

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(ii) whether a note for the Reorganization Committee may be prepared informing them of the position as stated above and asking them to state whether the question should be examined further and, if so, on what lines.

(Sd) .....
20.10.47.

I think, we may prepare a priliminary note. It must refere to the scheme by which Sub Inspectors were recruited directly and the results of that system as given by some authorities in the printed report. I saw before I noted as at A on the previous page. The note must also set out the duties of Sub Inspectors . Inspectors and Deputy Superintendents and must indicate what additions have been made to the number of Deputy Superintendents (either as Personal Assistants to District Superintendents of Police or otherwise) since 1938-39. The note may otherwise be on the lines indicated at pages 1-2 n.f.

(Sd) .....
20.10.47.

A draft note for the Reorganization Committee as revised by Additional Secretary is submitted for approval. (It is for consideration whether the draft should be sent to Home for perusal before issue).

Ascertained from additional secretary that this need not go to home.

(Sd) .....
31.10.47.

The question of continuance of both Deputy Superintendents of Police and Circle Inspectors was discussed by the Retrenchment and Reorganisation Committee with the Inspector-General of Police on 16-1-1948. The Inspector-General considered that it was not possible to abolish any of the two categories. The Committee did not press the proposal, in view of the present developments in the Police Department by formation and armed units and Home guard units) and its responsibilities for enternal securities and defence.

The papers may now be recorded for future reference.

(Sd) .....
26.1.1948.

Subject:

G.O. Ms. 88 D/27.1.1948.

Retrenchment and reorganisation - Police Department Need for the continuance of both Deputy Superintendents of Police and Circle Inspectors;

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Superintendent
Madras Record Office
26-6-1953.

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Finance (Reorganisation-D)

NOTE FOR THE REORGANISATION COMMITTEE
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Sub: Reorganisation -- Police Department - Need for the continuance of both Deputy Superintendents of Police and Circle Inspectors.

One of the subjects to be considered by the Retrenchment and Reorganization Committee reconstituted in G.O. No. 794 Finance dated 11.10.1947 is the reorganization of departments with a view to reducing cost and increasing efficiency, and the examination of the necessity to have both the Deputy Superintendents of Police and circle Inspectors was mentioned as an example in this connection.

An almost similar proposal was recently considered in connection with a suggestion for the abolition of posts of Circle Inspectors made by one Sri C.V, Ramanajjam, a retired Police of ficer. He suggested that the posts of Circle Inspectors in the Police Department could be abolished with advantage, that more subdivisions in charge of Deputy Superintendents of Police might be created and that the status of Sub Inspectors could be raised to that of 'Station Officers' on better pay. The Home Department pointed out that a scheme for abolishing Inspectors' posts was actually tried in the years 1916-1919 in the districts of Trichinopoly, Kurnool and Coimbatore and given up in 1919 as the abolition resulted in deterioration both indiscipline and in detective work.

2. Originally the Head Constable was the Officer in command of a Polic Station and in charge of investigations though, in a few cases, investigations were conducted by Sub Inspectors who were invariably promoted head constables. The recommendation of the police Commission of 1902-3 led to the introduction of the Sub Inspector as the Station House Officer and Officer responsible for the investigation of crime. Sub Inspectors were recruited direct though a small percentage of the vacancies was reserved for promotion from Head Constables. The new system was based on the belief that the creation of a comparatively highly highly paid grade of officers drawn from a ~~strata~~ society superior to that from which the constable or Head Constable is ordinarily recruited would do much to preserve the purity of administration and redeem its reputation for corruption and at the same time result in better investigation and therefore better detection of crime. In 1923 the Government regiewed the whole position in order to see how far the changes introduced in accordance with the recommendation or the police Commission of 1902-3 had achieved the objects in view and they came to the conclusion that the anticipations, so far as the Sub Inspectors were concerned, were not fulfilled. They therefore suggested that, as before, the Head Constable should be the station house Officer directly responsbile for the investigation of crime in his Station, but that the should be subjected to a far greater measure of supervision than was the case before 1902.. While realising that a wholesale return to the old system would be impossible and recognising the value of the superior status of the Sub Inspectors from the point of view of supervision and the prevention of corruption and illegal methods of extorting confessions, it was suggested that a proportion of the Sub Inspectors could be retained and deputed according to requirements by the District Superintendent of Police,

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the Assistant Superintendent of Police or Deputy Superintendent of Police to supervise the work of two or more stations. The sub I Inspectors were expected actually to investigate, or with the help of the Station House Officer, to control the investigation of grave crime in those stations and be designated as 'Investigating Officers'. As a corollary of this proposal, the Government considered that it should be unnecessary to retain the Circle Inspectors as a supervising agency and that all superior supervision should be exercised by the Assistant Superintendent of Police, Deputy District Superintendent of Police and District Superintendent of Police. In order to enable these officers to devote greated attention to this branch of work, the Government were of the opinion, that the ordinary divisionaly charges of Assistant Superintendents of Police and Deputy District Superintendent of Police should be reduced in size and that as a general proposition one divisional might be created in each district, although the proposal equired examination with reference to the needs of each district and the size of the existing divisions.

3. The Government invited the views of selected officers who had experience of the working of the Police Department on the proposals in para 2 above. Their remarks which are relevant to the subject under consideration are extracted below:--

(1) Remarks of Mr. Tyler, as District Magistrate Kistna.

The most important proposal is the reversion to the old system of head constable station-house officer and the creation of special controlling officers of the rank of sub Inspectors to supervise the work of two or rank ~~of Sub Inspectors to supervise~~ more station-house officers. This proposal seems to me to be radically unsound. The station is the unit upon which the whole Police administration is based. The proposal in effect could not fail to mean a division of responsibility for the efficient working of the station. This seems to me to be sufficient to condemn it. The station must remain the unit and responsibility for the efficient working fof the station should not be divided. The proposal to abolish the Circle Inspectors also appears to me to be of doubtful expediency. I think experience has shown that the Circle is an important link in the chain and the Circle Inspector is or ought to be the backbone of the police administration. I think it is extremely doubtful whether the additional Assistant Superintendents or Deputy Superintendents, whom it is proposed to create, will be able to supervise efficiently the work of the inferior staff, unless they are so numerous that in effect there will be no saving by the abolition of the Circle Inspectors.

(ii) Remarks of Mr. Sayers as Superintendent, Government Railway Police, Trichinopoly.

There are hundreds of ways in police work in which Deputy Superintendents are not so efficient as Inspectors and there is a tremendous amount of work done by Inspectors which could not be done at all by Deputy Superintednets. I regard the Inspector as the backbone of the force. He is the indicator by which the District Superintendent is able to guide the whole machine. The Police without the inspector would to my mind be like an engine without a governor or pressure gauge. Personally I would rather run a district without Divisional officers than without Inspectors. As a matter of fact there is no duplication of supervision under the present system. The work of a Divisional Officer is entirely different from that of an Inspector, and, altho the former is useful along with the latter, he is, in my view, practically useless without him.

(iii) Remarks of Mr. Harrintgon, as Commissioner of Police.

I cannot agree to the abolition of Inspectors. The experiment tried in this connection in Trichinopoly, Kurnool and Coimbatore has demonstrated its utter impracticability. It will not be possible to do without this class of officers. Experienced Inspectors-General of other provinces are, also, of this view.

(iv) Recommendation of the Police Committees of 1923.

The functions of the Inspector cannot be adequate exercised by the Divisional Officer who, by reason of the wide difference in ranks, cannot mix as freely with his Sub-inspectors, and by reason of his comparatively large charge cannot exercise the same intimate control, It is not a fact that the existence of Inspectors renders Sub-Inspectors unnecessary or Vice Versa, or that the retention of both ranks involves a duplication of a subordinate supervising agency. The Sub-Inspector is not a supervising agency at all, but as station house officer is the unit of administration and a subordinate supervising agency, in the shape of the Inspector, is indispensable, Finally, as with the superior officers, it is essential for the maintenance of contentment and efficiency in the force that there should be prospects of promotion. The gap between the Sub-Inspector and the Deputy Superintendent is too wide to admit of direct promotion from the one to the other and in no case could the cadre of Deputy Superintendents be expanded to an extent which would provide opportunities for more than a very small proportion of the Sub-Inspectors, even if they were found deserving of sub exaggerated advancement.

The duties of Sub Inspectors, Inspectors, Superintendents Deputy Superintendents of Police are detailed in Annexure I to this note.

4. In view of the above remarks, it does not seem feasible to replace Inspectors largely by Sub Inspectors. The increase in the number of Deputy Superintendents in charge of subdivisions which will be necessary if Inspectors are to be replaced may ultimately result in Deputy Superintendents doing the work of Inspectors and this will prove more costly than the existing system, not only on account of a larger number of Deputy Superintendents drawing their present pay for less responsible work, but also on account of a claim which will undoubtedly be made for increasing the pay of Sub-Inspectors (Sanctioned revised scale is Rs. 80-150 for Sub Inspectors and Rs. 175-275 for Inspectors) on two grounds, viz; that their responsibilities have increased and that their pay should not be far below that of Deputy Superintendents of Police (Rs.250-600). For instance, in the Trichinopoly District before the experiment of 1916-1919, there were two Deputy Superintendents of Police and 8 Inspectors. During the experiment seven posts of Inspectors were withdrawn retaining only one for Trichinopoly Town and the number of Deputy Superintendents of Police was increased by two. The following additional staff was also sanctioned:- 3 Sub Inspector Readers for three of the Deputy Superintendents (one had a Sub Inspector under him already), 6 clerks, 3 muchis and 2 orderlies. There was then net saving of Rs. 2,160/- per annum, but with the present scales of pay there will be a net extra cost of Rs. 2832 per annum - See Annexure II. This of course does not take into account the factors referred to above which would result in further increased cost in the long run.

It should, however, be possible to reduce the number of Deputy Superintendents of Police in view of the fact that during the war period, the Government sanctioned, on a temporary basis, the employment of Personal Assistants to District Superintendents of Police in order to relieve the latter of routine work. The following statement shows the total strength of Deputy Superintendents of Police in 1947-8 as compared with that in 1938-9.

STRENGTH IN

	1938-39.			1947-48.		
	Permanent.	Temporary.	Total.	Permanent.	Temporary.	Total.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
A. City	4	-	4	6	2	8
B. Muffasal.						
(a) Assistant District Superintendent of Police and Deputy Superintendent of Police in charge of Divisions.	48	1	49	49	16 **	65
(b) Deputy Superintendent of Police in charge of prohibition.	-	-	-	-	7	7
(c) Railways and C.I.D. including C.I.D.X - Branch.	2	-	2	2	18	20
(d) Deputy Superintendent of Police as Principals of Police Training Schools.	-	2	2	1	2	3
(e) Deputy Superintendent of Police as Personal Assistants to District Superintendent of police.	-	-	-	-	11	11
Total-B.	50	3	53	52	54	106

** Some of these Deputy Superintendent of Police act also as Personal Assistants to District Superintendent of Police in addition to holding subdivision charge.

The strength of the Subordinate Police Staff, excluding Village Talayaris, for the whole Province, together with the total cost of the Police Department for the two years 1938-39 and 1947-48 is shown in Annexure III.

The question of withdrawal of the Personal Assistants to Deputy Superintendents of Police was raised by the Finance Department recently. The Inspector-General of Police had suggested, as a working principle, that ordinarily Personal Assistants should be continued in districts in which the strength of the Executive Force was over 1,200. The Home Department considered that it was not desirable to lay down a hard and fast rule and that each case should be dealth with on its merits, presumably as some of the Personal Assistants to District Superintendent of Police are also sub divisional officers in Head quarters of Districts, thereby relieving District Superintendent of Police of their original jurisdiction over Headquarters subdivisions. Though of course this principle is unexceptionable, the Inspector-General will no doubt say in each case that the post is necessary and it is for consideration whether the Committee will recommend that whole time Personal Assistants, where they exist, should be abolished and that in addition some redistribution of charges should be made so as to secure a specified reduction in the number of Deputy Superintendents grade.

5. The points for orders are:--

(i) Whether the Committee is satisfied that both Inspectors and Deputy Superintendents are necessary for the efficient working of the Police department;

(ii) If so whether a serious attempt should be made to reduce the number of Deputy Superintendents as suggested in para 4 above;

(iii) If not, on what lines the further examination of the question should proceed; and

(iv) Whether the Committee desires to visit a few offices of Inspectors and Deputy Superintendents and peruse a few case diaries in serious cases to know the extent to which officers of the two grades really give guidance to Sub Inspectors in the investigation of crime.

(Sd) .....
Additional Secretary.
31.10.1947.

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SUPERINTENDENT 25/6/53

SP/22.6. Madras Record Office.

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